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ABSTRACT

This book addresses issues of racism, diversity, and intercultural communication in the college or university work place. Chapter 1 exposes several unwritten and informal rules that can become traps and pitfalls for the unknowing, especially people of color. It views the informal structure of the university through the eyes of minority faculty members and students and offers some suggestions for survival. Chapter 2 is a discussion of racial identity and the myths and realities of racism as it is known in the United States. Chapter 3 highlights the importance of daily communication about diversity. Chapter 4 unpacks four major and inevitable conflicts that arise when cultures collide in college environments: the purpose of education, affirmative action, freedom of speech, and the role of ethnic studies. In addition the chapter suggests possible resolution strategies and their consequences. Chapter 5 discusses "communities of interest" and the necessity of redefining them: how the many cultural groups in the university nurture and support their own concerns while also contributing to a more inclusive definition of the college community. In addition a summary of earlier chapters suggests "doable" strategies for individuals and institutions. (Contains 82 references.) (JB)

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